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WHY EMPLOYMENT MATTERS

A SIXTEEN DAY DEVOTIONAL ON
BIBLICAL VALUES TOWARDS WORK

WHY EMPLOYMENT MATTERS

God has a lot to say about work: He is not silent. Our hope for this devotional is that we will better connect our faith to our work.

Too many people see their worship of God as being mutually exclusive to their daily vocation. Work as worship is not just for pastors or ministry employees. Service to God through our work is at the heart of Christianity.

Mark Twain said, "*The two most important days in your life are the day you are born and the day you find out why.*" I would add the word 'again' to this powerful quote. It is after being born 'again' that the search for my life's meaning intensified until I came to believe that I am on this earth to '*Know God and to make Him known*'. This cannot happen just on Sundays at worship, it's what should drive everything I do. So, in whatever work or job I do, I should - through how I treat others, conduct myself, use my resources, etc - make Christ known in the world around me.

As the leader of The Zankhanyo Network, it is such a privilege to journey alongside the many people who come through the doors of our employment initiative seeking opportunities to realise their dreams. And yet at times, it pains me, and yes, makes me angry as well to see the injustices that still determine who gets to live where and what kind of life in this beloved country of ours. I do think it's wrong that some people, because of where and to whom they are born, do not have the same opportunities that others have. We have only to watch or read the news, or take a closer look around us, to see the hopelessness, anger, helplessness, poverty and injustices that suffocate people's potential.

As the church and as individuals we are called to respond to these and other injustices that confront our world. Whether you are a doctor, teacher, waitress, chef, administrator or whatever work you do – your work or vocation is not for you alone. Collectively, as employed members of the body of Christ, we have a responsibility to let Christ's light shine brighter on the despondency of unemployment because "...we are created in Him to do good works which God prepared in advance for us to do" (Eph 2:10).

Personally, I cannot consider myself successful if I am not doing all I can, with all God has given me, to make sure that all of God's beloved have the same opportunities to live their dreams or callings, as I do.

In this devotional, you will hear from a range of voices: trainers, pastors, employees, job creators and previously unemployed. Our hope is that whether you have work or are looking, you will see in Scripture God's heart for you to glorify Him through your work.

I pray that we will sense the holy urgency, the loving plea and gentle reminder for us to 'Go...' and do our small part in addressing the unemployment epidemic in this country, as well as the injustices we see daily in our own workplaces.

LINDA CHONCO

Leader, The Zankhanyo Network

For more about The Zankhanyo Network, please see the back page of this devotional.



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DAY 1

CREATED & MANDATED TO WORK

Then God said, "Let us make man in our image, after our likeness. And let them have dominion over the fish of the sea and over the birds of the heavens and over the livestock and over all the earth and over every creeping thing that creeps on the earth."

Gen 1:26 ESV

In the earliest parts of scripture, we read a profound truth: God says, "Let us make man in our image, after our likeness...". This tells us that all humans were made in the image, or bear the icon of God. He then goes on to say "... And let them have dominion...". The Hebrew meaning for the word dominion in this verse refers to the idea of stewardship and "to take care of". Ruling, stewarding and caring for is very different to domination. Our dominion should never be harsh or oppressive but instead come from a place of care. Again, in Gen 2:15 He tells Adam to "...till and keep the garden...", meaning to serve and protect. Work – even before the fall – was good and was a task given to humankind. How do our image-bearing nature and our dominion work together? God created all of us in His likeness and gave us the mandate and capacity to steward, serve and protect the earth and all creation in the same way that He would. If our work is not serving, protecting, bringing flourishing, and is more like domination and exploitation, then we are betraying the one who gives us His image. In our various vocations (full time/part time/entrepreneur/stay-at-home-parent), we have the "divine calling and capacity" to join in God's work of bringing order and flourishing to his creation. This gives every line of work deep meaning and dignity.

PRAYER

Thank you, Father, that you made me in your image, and you created me to work. Thank you that you have laid tasks before my hands and that I can honour you through them. May I always bring glory to you through my work and never forget that you are the source of my strength and my wonderful provider.

DAY 2

CREATED TO WORK

So God created man in his own image, in the image of God he created him; male and female he created them. And God blessed them. And God said to them, "Be fruitful and multiply and fill the earth and subdue it, and have dominion over the fish of the sea and over the birds of the heavens and over every living thing that moves on the earth."

Genesis 1:27-28 ESV

Some may think that work is a necessary evil – the toil and struggle we endure simply to put food on the table. Yes, work can be hard, but is it really bad? Firstly, God works. Since the beginning of time, there has been work to do. Genesis 1:1 tells us that God created the heavens and the earth. And this is work: "God rested from all His work that he had done in creation" (Gen 2:3). Secondly, not only does God work, we are created in His image, to work too.

In Gen 1:28, we read of what humanity is instructed to do: *Be fruitful, multiply, fill the earth, subdue it, have dominion*. Our work today is a continuation of these commands. Thirdly, this all happened before the fall, where sin entered into the world. The fall did not bring work into the human story. Work was not the curse. Work, which was intended as a blessing, became painful. We are created to work. As you enter your work day today or continue to look for gainful employment, what is your attitude? Do you see it as a blessing or a curse? When you see it as the blessing it was intended, your work stirs your heart into worship: an avenue to glorify God.

PRAYER

Lord, show me how to listen, converse, and act as if I'm on mission for You today. Give me opportunities to plant seeds of Your love and grace in my workplace. Put people in my path that need a glimpse of You. Remind me of my true inheritance when I put too much attention on an earthly reward. Entrust me to the mission-field, my workplace!

DAY 3

CREATIVITY IN THE WORKPLACE

So God created man in his own image, in the image of God he created him; male and female he created them.

Genesis 1:27 ESV

Genesis says we're all created in God's image. We're designed to reflect this awesome Creator as we embody God's qualities as one who creates. And, beautifully, God did not merely create for functional use. He dipped his paintbrush into a startling number of colours in creating butterflies, for example. There is nothing dull about His creation.

Creativity takes various forms: ideas, skills, perspectives. When creative people and inputs are added to dull, common places, people take note! And when people of God add creativity, beauty and light into the world, God's glory and image are on display. Think about what makes you a valuable contributor in your workplace. What is unique about how God created you, how you think, the gifts and abilities you encompass? How is God asking you to be different, stand-out, and display His attributes creatively in your environment?

Who on your team can you inspire and encourage to be themselves, to cast off the fear of being different, and shine in their uniqueness? How can you celebrate your abilities and use them to show others how creative and brilliant God is?

PRAYER

Dear Lord, teach me to appreciate Your creativity in myself and others. Show me how to add value to my workplace by bringing Your qualities and character wherever I go. Help me add light to dark places and give me a positive, creative perspective so that I may represent You well.



DAY 4

SERVE GOD WHERE YOU ARE

Declare his glory among the nations, his marvelous deeds among all peoples.

Psalms 96:3 NIV

We normally regard serving the Lord as a passion for missions, evangelism, and involvement in ministries of the church. Where you are currently placed or working is your mission field - it is where God wants to use you to bring His glory. God has you where you are as salt and light, as one of the ways he speaks to people. But it does not stop there. The work place is one of the most significant places we can participate in the mission of God.

Some people are called to full time or vocational ministry. For most of us, God wants our ministry to be where He has placed us. How wonderful it is to consider that where I spend my '9 to 5' is one of the platforms God has offered me to be part of His big mission. As Michael Horton points out "consider the possibility that serving the Lord means a renewed commitment to performing one's calling with greater excellence rather than abandoning that calling for a new one".

Serve God where you are – in rebuilding and restoring society. You are a demonstration of what God's Kingdom looks like on earth.

PRAYER

Lord, I pray that You use me to advance Your kingdom in my work place, that my colleagues may see Your good works in me and glorify You. Renew my passion to serve You with joy in my work.

DAY 5

EVERY JOB COUNTS

Yet we hear that some of you are living idle lives, refusing to work and meddling in other people's business. We command such people and urge them in the name of the Lord Jesus Christ to settle down and work to earn their own living.

2 Thessalonians 3:11-12 NLT

Every job or occupation whether big or small is a moral responsibility and a spiritual virtue. There is no difference when done to the glory of God, between preaching the Word and the job you have. Whatever work you have, or will have one day, you can be glorifying God as you do it. Unless you have a job that requires you to do things that are not honouring to God, the work you do to earn a living is an avenue to glorify God.

Your goal should be to work in such a way that you are a good representative of Christ. Your attitude towards work should include the goal of honouring God by the way you work, as well as supporting yourself. Not everything in the world of work is as it should be. Your boss and co-workers are not perfect. Work is hard, but work is still good.

God is glorified when we put our whole selves into our work, with a view toward pleasing God, not men.

PRAYER

Dear God, I thank you for the gift of life. I thank you for my work and all other responsibilities entrusted to me. Please, God, help me to see the wonderful gift that my work is and help me represent you better in all that I do, to love my work and take good care of it. For I know that..."Every good gift and every perfect gift is from above, coming down from the Father of lights with whom there is no variation or shadow due to change." James 1:17 in Jesus name. Amen

DAY 6

WHAT IS OUR ATTITUDE TO LOWLY TASKS?

She said, 'Please let me glean and gather among the sheaves behind the harvesters.' She came into the field and has remained here from morning till now, except for a short rest in the shelter.

Ruth 2:7- NIV

As a former Common Ground administrator, I can say with certainty that some tasks, while necessary, are also repetitive, ordinary and sometimes even boring. Every place of work has a range of functions. And so many of these can go unrecognized. It is easy to feel overlooked by others, and feel that those whose contributions are more obvious (because they are more visible and 'up front') get more praise for their efforts.

I have learnt it's not about what you do or are recognized for, but rather about your attitude and your heart to serve God - doing everything to the best of your ability whether or not you are seen for your efforts. It's about serving God and giving him all you have to offer!

Ruth worked hard and for long hours, and rested when she needed to. She was diligent in her work and was willing to do whatever was necessary to provide for her and her family. As a result, she felt the blessing of God on her life and was able to be a blessing to Naomi. No matter what the task, big or small, important or mundane, we can be used by God to be a blessing. Contributing to a bigger picture, more wonderful than we can even imagine, we are one puzzle piece, that together with others form a magnificent whole. All pieces are necessary – even the ones we don't think are that important.

PRAYER

Thank you, Lord for the privilege it is to serve You through my work, and that nothing I do is menial or mundane because it contributes to something so much greater than we can even imagine. Please use me to be a blessing to those around me, through the position You have placed me in.

DAY 7

BEING A LIGHT IN THE WORK PLACE

"No one lights a lamp and puts it in a place where it will be hidden, or under a bowl. Instead, they put it on its stand, so that those who come in may see the light. Your eye is the lamp of your body. When your eyes are healthy, your whole body also is full of light. But when they are unhealthy, your body also is full of darkness. See to it, then, that the light within you is not darkness. Therefore, if your whole body is full of light, and no part of it dark, it will be just as full of light as when a lamp shines its light on you."

Luke 11:33-36 NIV

Anarrative of unemployment and entrapment within the poverty cycle is challenging in all spheres: physically, emotionally and spiritually. Being in a 'dark room' is an everyday reality for a large proportion of our population. In Verses 34-36, Jesus states, "your eye is the lamp of your body". Recognizing His word, love and grace as the foundation of your life allows your eye to become the lamp of your body. Jesus elaborates: "When your eyes are healthy, your whole body also is full of light. But when they are unhealthy, your body also is full of darkness". Jesus calls us to know Him, to draw life from him like branches on a vine and to represent Him and His light in a dark world. As men and women in a working world, this impacts how we treat those we work with as well as any we interact with in our work environment. Even if we are searching for work, we can be a light to those around us. Moreover, Jesus calls each of us to be loving to all in the same way that He gave up His life for each and everyone one of us. When we hate social injustices but love God's people and steward our resources and time in an honoring way at work, we bring lamps of light, hope, peace and joy into our offices and teams. At the same time, how can we show this light to those who are in the 'dark rooms' of poverty?

PRAYER

Lord, please open our eyes and our hearts to more of Your love, wisdom and grace. Please make our eyes good Lord and heal our blindness so that we may fight social injustices in a way that is honoring of You and that we may be beacons of light where darkness prevails in our city. Amen.

DAY 8

WORKING AND WORSHIP

Work willingly at whatever you do, as though you were working for the Lord rather than for people.

Colossians 3:23 NLT

But I've done many different jobs in my life and to be honest...they've not always been the most inspiring, creative, God-filled environments. But what would happen if my cleaning bathrooms brought God true happiness and joy? If the way I respond to emails made God smile a little with pride? What if what I did day-in and day-out in my place of work was actually considered worship?

You see, worship isn't only singing songs. Or a nice poem. Or an eloquent prayer. Worship is an attitude of service, gratitude, and humility. Worship defeats the forces of the enemy, beats back the darkness, and expands the Kingdom of God (Psalm 68). In my everyday work, my conduct, my attitude, the way I relate to my boss – all of it is a declaration of who I am working for. Am I really working for the Lord, and does my work demonstrate my love for Him? Or is my work conduct a worship of someone or something else?

More than a perfect rule-following person, or seeing my worship as being a few songs on a Sunday, I want to offer God my entire life, an offering of living worship.

PRAYER

Jesus, help me know You better by living as You lived, serving as You served, and loving as You loved. Help me make my work an expression of my love for You. Help me to work willingly at everything I do, as an act of worship to You.



EMPLOYMENT STATISTICS

27.7% South Africa's unemployment rate*

60% South Africans aged 18-28 are unemployed*

85% of youth who can get and keep a job for 12 months, are likely to remain employed for a lifetime**

R 20 PER HOUR Minimum wage from 1 May 2017

45% of all at-risk youth with a mentor are enrolled in tertiary education, as opposed to 29% of at risk youth who are enrolled who never had a mentor^

R 3,033 Average monthly income#
60% earn less than R4200 per month##

SOURCES

* Statistics South Africa (Q1 2017)

** <http://harambee.co.za>

^ The National Mentoring Partnership (2014)

Labour Market Dynamics (2014)

Quarterly Labour Force Surveys (2014)

DAY 9

FREEDOM FROM WEARINESS AND WORRY

"Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light."

Matthew 11:28-30 NIV

The workplace can be full of stressful and anxiety-provoking situations. Sometimes we get weary when things don't go the way we had planned, despite our dreams and ambitions. Jesus does not rebuke us in our weariness but he opens his arms, and He offers relief. When you worry, your body responds the same way it would react to physical danger. So worrying is not healthy at all. It can cripple our talents; it can make us sick physically, emotionally and spiritually. It is a vulnerable place to be in and can drive us to compare ourselves to others. God invites us to Himself with a promise. What makes Jesus' yoke easy and His burden light? What does He mean? His own act of obedience perfectly fulfilled God's word. He carried the burden that we were meant to carry. His perfect promise is applied to us through faith, just as His righteousness was exchanged for our sin at the cross (2 Corinthians 5:21). Our obedience to Jesus then becomes our *"spiritual worship"* (Romans 12:1). Furthermore, we are developed by the Holy Spirit who works in our lives to mold us into the image of Christ. The life lived by faith is a much lighter yoke and a much easier burden to carry than the heavy and burdensome yoke of self-righteousness under which we continually strive to make ourselves acceptable to God through works.

As you face the pressures of the workplace, or the stress of searching for meaningful work, remember that there is One who offers rest for your soul.

PRAYER

Father God, please help Your children, give them the courage to stand firm and continue trusting You with everything that makes them feel weary and burdened. Protect your people from the lies of the enemy. May they find peace and comfort in your grace and love and remain in Your kingdom forever.

DAY 10

REST

It is in vain that you rise up early and go late to rest, eating the bread of anxious toil; for he gives to his beloved sleep.

Psalms 127:2 ESV

Work has much to do with provision, production and perseverance. Yet we all know that we can't work without resting. Most people view rest only as a form of physical and emotional recuperation from or for work; but the rest God commands us to have goes deeper than that. In resting God commands us to do nothing related to provision, production and perseverance, just for a time. This becomes a way of recognising God as our truest rest because He is our true source of provision, production and perseverance. God's plan for rest is that for a time, about a seventh of your week, month and year, you stop labouring and remind your heart of the bigger story of life and God:

When you stop labouring to provide, you tell your soul,
"God is my true provider"

When you stop labouring to produce, you tell your heart,
"God is my true ambition"

When you stop labouring in perseverance, you tell your heart that
"God's perseverance in Jesus far outweighs my efforts in my work and life"

Rest returns our souls to a place of faith in God, not ourselves.

PRAYER

Lord, I thank you that You work while I rest. Recalibrate my heart to trust that You care more than my efforts. Thank you that You are my provider. Lord manage my ambition with the help of the Holy Spirit. Mostly, thank you for persevering unto death on a cross. I rest because You work for me.

DAY 11

RENEWAL OF MIND

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is, his good, pleasing and perfect will.

Romans 12:2 NIV

As South Africans, we tend to carry a lot of extra baggage with us. Whether our circumstances are that of poverty and despair, or perhaps that of privilege and guilt, the past has shaped the way we think.

Society needs to be transformed for the scales to be balanced, but for this to play out, each of us first needs to undergo a radical transformation of the mind, and reshape our old patterns of thinking. God encourages this renewal to open our eyes, and see things from His perspective instead of current culture.

Significantly, we can be either echoing the pattern of this world, or be a catalyst in bringing transformation to the places where God has us. Christ-followers are to think, live, act and speak up in a way that fosters the change that God would see in our society. We are agents of His Shalom.

This paradigm shift is necessary to move us, especially in the workplace, into an awareness of justice so that those who can give, give freely, and those who are in need can receive abundantly. By doing this, our will becomes aligned with the will of God.

PRAYER

Father, I pray that You make us aware of our thoughts of habit, and reveal to us new ways of thinking. I pray that You give us the patience to listen properly to the needs of others, and act according to Your will. I pray that You give us the courage to speak up amongst peers and colleagues if they are stuck in old ways of thinking that lead them away from a love for all mankind. Amen

DAY 12

LOVING GOD, AND OTHERS

And he answered, "You shall love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind, and your neighbor as yourself."

Luke 10:27 ESV

Luke 10 sees Jesus agreeing with the expert in the law in summarizing the whole of the Old Testament law (Deut 6:5 and Lev 19:18). The simplicity of the Bible is refreshing. Note: simple does not mean easy. Our first priority, love the Lord your God and then secondly love your neighbour as yourself.

Love the Lord your God – when Jesus is number one in our lives then we establish a paradigm (or pattern) to live our lives by. We can ask God to fill us with His Holy Spirit to be our counsellor and guide and our anchor is set.

Secondly, it refers to our second priority, we are called to love our neighbours. The Bible does not produce a long list of virtues, for example, integrity, respect, hard-working (like the 10 Commandments for the workplace), but simply uses one word: love to describe our approach to all relationships. Within the work context, we may not love our work, but we are called to love our neighbours (that includes clients, co-workers, employees, managers, CEOs, entry level posts and so on).

The outward signs of this love are integrity, treating people with respect, dignity etc. Whilst none of this is easy, and we're certainly not going to get it right all the time, it is simple if we start with loving God.

PRAYER

Thank you, Jesus, that I can love others with the love that I have received from You. I can love well because I am well loved. Please show me those relationships where I am not loving others as I love myself. Give me the strength to love them.

DAY 13

“LIKE FATHER LIKE SON” THE IMPORTANCE OF ROLE MODELS

Don't let anyone think less of you because you are young. Be an example to all believers in what you teach, in the way you live, in your love, your faith and your purity.

1 Tim 4:12 NLT

Without even trying, we model our values to those around us. The old adage “*The apple doesn't fall far from the tree*” often reminds us that children tend to follow in their parents' footsteps, adopting similar patterns of behaviour, and experiencing similar successes and failures. This role modelling also happens in our schools, churches, and workplaces. Paul understood deeply the importance and value of mentoring through authentic relationship. This is evident in his relationship with Timothy, who is recognized as the first “*next generation*” Christian mentioned in the New Testament. Timothy is described by some as being naturally timid and being sensitive to his youthfulness. Yet despite this, Paul recognized Timothy's God-given potential and talents and chose to mentor and encourage him in his journey to respond to God's call on his life. Many individuals in South Africa, young people, in particular, lack positive role models who are willing to invest in their lives and mentor them in their faith. Prayerfully consider the ways in which you might be able to draw alongside a young person and mentor them as they realize the fullness of their God-given potential and utilise their talents for His glory, be it in completing their education, to finding employment, to working to impact their communities, the city and our nation.

PRAYER

Lord, thank you that You are our Father, and we can model our lives on Your perfect example. Help me to see the God-given potential and ability in those around me, especially those young people without positive role models, and show me how I might encourage them to reach their full potential in You, and mentor them through building an authentic relationship with them.



DAY 14

HOW EMPLOYERS SHOULD TREAT EMPLOYEES

So whatever you wish others would do to you, do also to them, for this is the Law and the Prophets.

Matthew 7:12 ESV

This one little verse packs a powerful punch. It sounds so simple, yet, like much of Jesus' teaching, living it out is harder than it sounds. In the context of our work relationships, this means an employer should treat employees with respect and dignity because that's how the employer would like to be treated. If the employer would like paid annual and sick leave, (and yes, maternity leave) the employee should receive the same, **EVEN IF** that employee is a domestic worker or gardener who only works for that employer a few days per month.

If the employer would like to be home in time for dinner with the family, then the employee should be given the same opportunity, taking into account what may involve long travel times with public transportation. It also means that an employer should not ask an employee to do something that they would not be willing to do themselves – whether it is because of health and safety or because it is demeaning work.

This raises the bar, doesn't it? It is not about 'how little can I get away with?' It is speaking deeply into how we ourselves would expect, anticipate or hope to be treated by our manager. The next time you are making a decision about an employee, follow Jesus' teaching: ask yourself, what would I want if I was in their situation? And let the Spirit lead from there.

PRAYER

Heavenly Father, thank you for your Son who not only taught us many things about living in a way that pleases you but who modeled that kind of life perfectly. Help us to treat others as we would like to be treated, and to live in a way that encourages others to glorify You.

DAY 15

THE LIVING WAGE AS A BIBLICAL IMPERATIVE

Do not withhold good from those to whom it is due, when it is in your power to do it. Do not say to your neighbour, "Go, and come again, tomorrow I will give it"- when you have it with you.

Proverbs 3:27-28 ESV

For those of us who employ people as domestic workers or gardeners, how do we decide what that work is worth? Most of us look at the 'going rate' or minimum wage, about R2000/month. Yet, the minimum wage is below what people need to adequately provide for their family. It is only the desperation of poverty that forces people to accept wages that are below what they can reasonably live on. And if we go along with that, we are exploiting their desperation. Proverbs 3 is clear: *do not withhold good from those to whom it is due.*

In Proverbs 29 (v15) God reminds us that the righteous care about justice for the poor. Paying a Living Wage is one of the best ways to demonstrate our righteousness as Christ-followers. Are you willing to ask yourself hard questions: am I paying people fairly? Am I ignoring that still, small voice that tells me I should be making some changes? Our heavenly Father – the Father of both employer and employee – guides me in how to steward the money and people under my care.

I encourage you: ask Him to lead you.

PRAYER

Lord, thank you that You are the great Provider. In employing people, would You guide me in setting fair wages so that they might better be able to provide for their family? Please give me the courage to make changes to honour those under my care.

DAY 16

A NEW PERSPECTIVE

Be angry and do not sin; do not let the sun go down on your anger, and give no opportunity to the devil. Let the thief no longer steal, but rather let him labor, doing honest work with his own hands, so that he may have something to share with anyone in need.

Ephesians 4:26-28 -ESV

These scriptures fit into a broader topic on how to live a holy, pure, and Christ-inspired lifestyle. I love how honest it is about the challenges of the early church. Thieves coming to Christ had to be disciplined. And what was Paul's instruction? Do honest work.

It is easy to think: "*I am not a thief – I do honest work*". We might not steal money or possessions but I can almost guarantee we steal time. I've wasted time distracting myself from things at work with things like Facebook, a couple extra tea breaks, 10 minutes longer at lunch and the list goes on. When it gets to the end of the day I want to be able to say that it was an honest day of labour. Every part of it.

Powerfully, Paul continues to say that former thieves must work so that they can be generous. Those who took can become those who give. Honesty encourages generosity - it helps us to give with a good and joyful conscience.

PRAYER

Help me to become more honest in my work. Please show me where I am being fully honest in my work. I want to enjoy my labour so that I am able to give to those in need with a joyful heart. Amen.

THE ZANOKHANYO NETWORK

Common Good's employment initiative, The Zanokhanyo Network, offers a transformational Work Readiness Journey that equips the unemployed with the confidence, skills and resources they need to enter employment. Our holistic approach focuses on three key areas: skills training, personal development and, most importantly, access to work opportunities. In this way we support individuals throughout their entire journey – from being unemployed to finding meaningful opportunities.

WORK READINESS PROGRAMME

The Work Readiness Course is a three-week training that:

- Restores self-worth and dignity;
- Equips people with the practical tools they need to overcome obstacles to employment, including self-management, CV writing, job interviews and inter-personal skills;
- Encourages spiritual growth and discovery;
- Fosters God-given potential and purpose;
- Instils hope for the future and a sense of imminent possibility.

GRADUATE SUPPORT SERVICES

Graduates may sign up for in-house Computer and Hospitality training, as well as industry-specific information days. They also have access to computers, where experienced facilitators assist with job searching and applications.

PLACEMENTS

Our placement team connects candidates to meaningful opportunities based on client specifications. These include internships, apprenticeships, further studies and formal employment.

For more information about how you can partner with us, or bring job readiness training to your community, please contact The Zanokhanyo Network:

www.tzn.org.za | info@tzn.org.za | 021 201 1493

MAKE A POSITIVE IMPACT IN THE LIVES OF THE UNEMPLOYED IN YOUR CIRCLE OF INFLUENCE



INVITE PEOPLE

Tell your networks about The Zanokhanyo Network and invite people to participate in the Work Readiness programme



OFFER OPPORTUNITIES

Become a bridge to employment by offering further training and internship opportunities for our graduates



HIRE GRADUATES

Speak to our opportunities team about job placements in your business



INVEST IN OUR WORK

Join one of our donor programmes or become a CSI funding partner



BECOME A TRAINING PARTNER

Contact us about bringing the three-week Work Readiness course to your community



PRAY FOR TZN

Pray for our team and the students in our programme